

Phillips  
vs

Town of Springfield

Phillips

US / Town of - Lawsuit fact sheet  
Springfield

333 Soffler

April 21<sup>st</sup>, 2008

I matther Phillips was hired for a part time desision in ~~July~~ of 2007 through Vermont Voc Rehab and a Mental Health agency(Health care and Rehabilitiation service). Elaine Cole from H.C.R.S. was my voc Rehab worker. One of my treatment team members Tom Potts expressed concerns to Elaine about my Mental Health and work habits. Forgetting numbers, Dates, Severe palanoyq and Anxiety Impulses on occasion Nothing of a violent nature. Elaine cole called Dan Farrar Director of the Springfield Recycle center Expressed these things and assured Elaine that reasonable accomadation wbuld be made in accordance with the Americans with Disabilitiess act.

After 2 to 3 months of work Mr. Farrar approached me and said a Full time position is opening so I called Voc Rehab and told them Dan put my name in to fill the 32 hour weekly Position. Comments from Dan Farrar to Elaine cole were very good attendance and tardiness was not an issue.

I was consulted with my treatment team to engage in more mental health treatment and I MAY 23 2008 was told the town would accomadate. I did get VLCT CLAIMS DEPT the full time position and I have 6 months probationary period.

ILED D at work 15 to 20 min. Late on 3 to 4 occasions during Ice storms and winter conditions since I lived 45 min away in weston vt. Dan farrar told me it was ok, they would be excused.

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EXHIBIT A

on 2 of those occasions I was extremely afraid to drive due to my anxiety and Palanoxia disorders. I got charged by Police for wearing an OSHA helmet somewhere for impersonation that was later dismissed. Because there is no running water or facilities I go to the Highway garage to wash up during lunch time. On or around the beginning of December I saw a newspaper clipping of the OSHA charge on the Local 98 union Bulletin board I took it down and put the court dismissal letter in its place. A town worker unidentified said to me ~~I~~ that I can't touch the union board if I wasn't union. I replied and said my name in the article was up there, he replied the Spycer like you should not be working for the town you work. I left in tears and called Linda Rousseau Personnel Director of the Town of Springfield and made a complaint. She did take appropriate action but Harry Henderson Public works Director did not 24 hours later after that complaint on Dec. 10, 2008 I received a written write up for being late. The fact was there 3 days in a row which he's never done before and persistently and vigilantly pursued me for a month which followed 2 more right ups including a threat of termination for excused tardiness.

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In which resulted in me calling a meeting in February the month of my Probation ending. In this meeting myself Matt Phillips, Linda Rousse, Harry Henderson, Mike Johnson (my case manager HCRS), Dan Farfar where all present. This prompted discussion about lateness missing days to get everyone on the same page. After meeting I was reassured that I can go to Apts. and if I'm scared or otherwise tell Dan Farfar and accommodations will be made.

This prompted the town Harry Henderson and Linda Rousse to Extend my Probation for 3 months. Conveniently I wouldn't be eligible for the union yet.

I made a complaint grievance in March 2008 ~~about~~ about us not receiving jackets or protective coats and also a no water, running water complaint on April ~~11~~ <sup>11th</sup> ~~2008~~ 9:30 AM I was approached by Harry Henderson D.P.W. Director with a response letter to my grievance, He told me even when giving me a response letter I wasn't eligible for a coat

RECEIVED or a grievance. Then he proceeded at a very bad MAY 23 2008 Demeaning tone about several problems he had with LCT CLAIMS DEPT me and prior to this he actually went around asking coworkers at the recycle center how my work

FILE **D** has been. I told him I was going to the human rights commission and he said "I was 'Fucking' going home I told him to stop, he was putting me in a state of fear and proceeded to scream at me. I was scared and dropped everything

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in my hands and walked away he told me not to pull the mental card with him and I told him I was filing a complaint with the human rights commission. I was told by Linda Lousse on the ~~14<sup>th</sup> of April~~ <sup>14<sup>th</sup> 2008</sup> I could go back to work on the ~~16<sup>th</sup> of April~~ <sup>16<sup>th</sup> 2008</sup> on the ~~18<sup>th</sup>~~ <sup>18<sup>th</sup> 2008</sup>. I was handed a termination letter for me being 20 min late on April 13<sup>th</sup> 2008 even though I got the letter on the ~~18<sup>th</sup> of April~~. In the letter it said it was reported on the 18<sup>th</sup> conveniently a day after. I said I was going to the human rights commission on the day of my grievance response.

~~Another Retaliation~~

This is a clear violation of the anti retaliation and human rights laws.

Windsor Superior Court - 802-457-2121

Human Rights Commission - 802-828-2480

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This lawsuit will include

a. violation of A.D.A. Laws, wrongful termination, anti retaliatory laws, Illegal Intimidations, Hostile work environment, Illegal Discrimination with

I L E D a person with disability, and violation of the Fair work environment Act.

MAY 14 2008  
Windsor County Clerk I will be suing for \$150,000 for deliberate cause of mental distress, cohersion, fees, filing fees, and all back pay of every day out of work. *Pat Phillips*